

Government Alliance on Race and Equity (GARE) Briefing for San Francisco Bay Conservation and Development Commission

February 1, 2018

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What is GARE?



The Government Alliance on Race and Equity is a national network of governments working to achieve racial equity and advance opportunities for all



National GARE Participants





California GARE Participants



CITIES

- Arcata
- Berkelev
- Culver City
- Eureka
- Long Beach
- Los Angeles
- Napa

- Oakland
- Pasadena
- Richmond
- Sacramento
- Salinas
- San Francisco
- Santa Monica

Statewide Departments:

- Housing and Community Development
- Public Health

Capital Cohort began in 2018

COUNTIES

- Alameda
- Contra Costa Napa
- Humboldt
- Los Angeles
- Marin
- San Mateo Santa Clara

Sacramento

Monterey

- Merced
- Solano

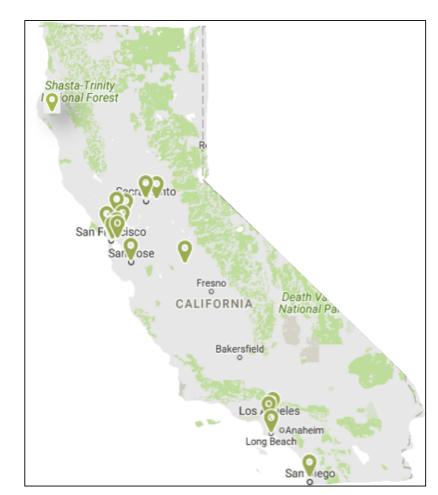
LOCAL & OTHER

- San Francisco Planning
- San Francisco PUC
- San Joaquin Valley Public Health Consortium

REGIONAL & STATE

Bay Area Regional Collaborative:

- **BAAQMD**
- **BCDC**
- MTC/ ABAG



Laying it on the line



1. People who engage in public meetings are the ones who care most about the issues.

2. Hiring and promotion decisions should be based solely on merit.

Government and Race



Initially explicit



...uncisco, California April 1, 1942 INSTRUCTIONS TO ALL PERSONS OF JAPANESE ANCESTRY Living in the Following Area: All that portion of the City and County of San Francisco, State of California, lying generally need of the moth-south line established by Junipero Serra Boulevard, Worehoster Avenue, and Nineteenth Arenne, and lying generally north of the east-west line established by California Street, to the intersection of Market Street, and thence on Market Street. All Japanese persons, both alien and non-alien, will be evacuated from the above designated area by 1200 o'clock noon Tuesday, April 7, 1942. No Japanese person will be permitted to enter or leave the above described area after 200 a.m., Thursday, April 2, 1942, without obtaining special permission from the Provost Marshal at the Civil Control Station located at: 1702 Van Ness Avenue San Francisco, California The Civil Control Station is equipped to assist the Japanese population affected by this evaruation in the following ways: 1. Give advice and instructions on the evacuation. Provide services with respect to the unangement, leading, sale, storage or other disposition of most kinds of property including real estate, trainess and prefessional equipment, buildings, household goods, boats, automobiles, investoric, etc.



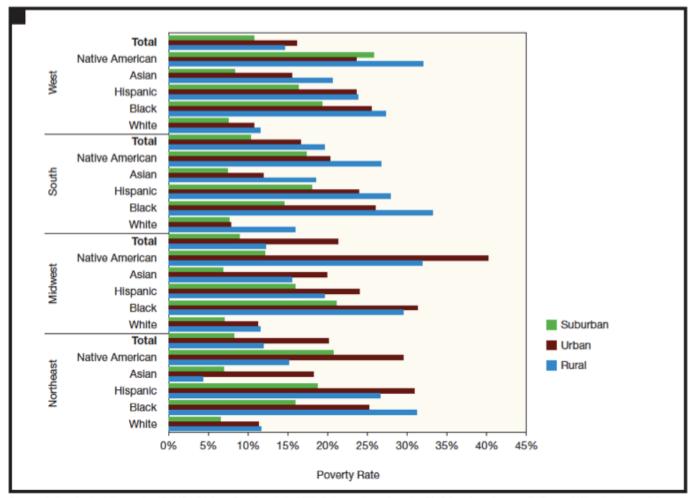
Disparities Persist

Poverty:





Stanford Center on Poverty and Inequality State of the Union



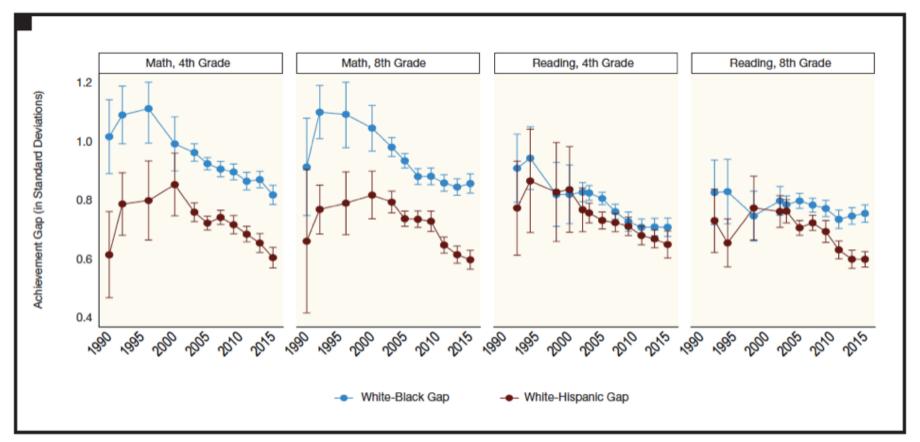
Source: Authors' calculations using IPUMS-USA from Ruggles et al., 2015. Data are drawn from the 2015 American Community Survey (1% national sample).

Disparities Persist

Acgc

Education:

FIGURE 1. Trends in Test Score Gaps by Subject, Grade, and Race/Ethnicity, 1990–2015 Stanford Center on Poverty and Inequality State of the Union



Note: Estimates are based on nationally representative samples of fourth- and eighth-grade public and private school students. Achievement is standardized in each grade, subject, and year; gaps are computed as average between-group differences in standardized scores. Error bars indicate 95 percent confidence intervals.

Source: Authors' calculations from main NAEP assessment data, 1990–2015 (U.S. Department of Education, no date).

Disparities Persist

bcgc.

Political Participation:

California Advancement Project

Unequal Voices: California's Racial Disparities in Political Participation

	White	Black	Asian American	Latino	CA	NATION
Contact public official*	16%	9%	6%	5%	12%	13%
Support campaign**	23%	18%	11%	11%	18%	16%
Attend political meeting**	15%	11%	7%	6%	12%	11%
Protest**	6%	4%	4%	3%	5%	3%
Consumer activism*	20%	7%	8%	7%	14%	13%

Source: Authors' analysis of Current Population Survey Civic Engagement Supplement.

Note: There are insufficient sample sizes to estimate participation rates for these outcomes for Native Americans and Pacific Islanders. Information derived from the most recently available datasets: * denotes pooled between 2011 and 2013, and ** denotes data from 2008.

What colors are the following lines of text?



- Cvur zxyq brrm
- Xoc jbni oew mne
- Vqeb peow ytro
- Vqeb peow ytro

What colors are the following lines of text?



- Black
- Red
- Blue
- Green

What colors are the following lines of text?



- Green
- Black
- Yellow
- Blue

How we think:



We all have biases.

Many times we are unconsciously biased when we make decisions under pressure, particularly when there is:



- 1. Stress
- 2. Time pressure
- 3. Ambiguity (lack of information)

What to do with bias?



 Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.

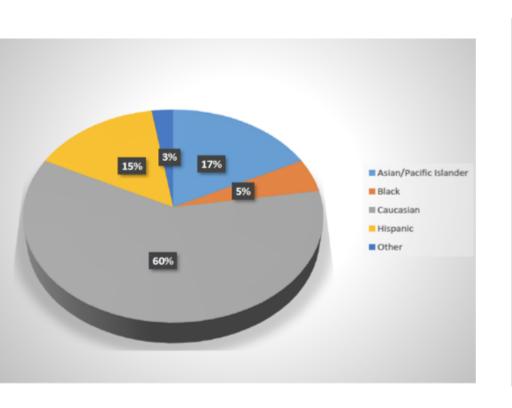
 Openly acknowledging and challenging biases allows us to respond more effectively.

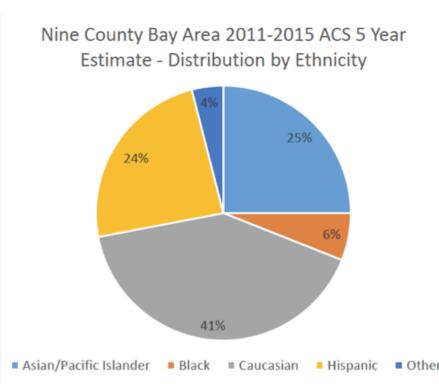


Regional Group Actions



- Applied teachings and skills
- Developed method to evaluate racial equity
- Performed analysis of demographics of agency staff





Partner Agency Actions



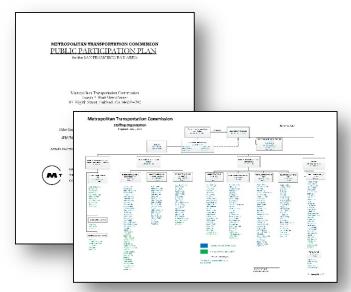
Office of Diversity, Equity & Inclusion



Lecture Series



Piloted Racial Equity Tool



Organizational Assessment

BCDC Actions



Internal:

- Strategic Plan
- Equity Workshop

The Role of Government in Advancing Racial Equity

Staff workshop for SF Bay Conservation & Development
Commission, CA Coastal Commission, CA Coastal Conservancy

December 11, 2017

Elena Perez Elizabeth Felter

External:

- ART Bay Area Project
- Social Equity and Environmental Justice Bay Plan Amendment

San Francisco Bay Conservation and Development Commission
456 Golden Gate Avenue, Suite 10600, San Francisco, California 94102 tel 415 352 3600 fax 415 352 3606

Descriptive Notice

July 21, 2017

Proposed San Francisco Bay Plan Amendment No. 2-17
Concerning Amendment of Various Sections of the Bay Plan to
Address Social Equity and Environmental Justice and to Add An
Environmental Justice Section with New Findings and Policies

Opportunities to Advance Racial Equity



- Increase BCDC workforce diversity, i.e., hiring, recruitment, retention
- 2. Evaluate BCDC Planning and Permitting through a racial equity lens, i.e., public involvement, communications, data collection and evaluation
- 3. Evaluate workplace culture for inclusiveness

Resources

- 1. Race Counts Initiative: analysis and interactive viewer for racial disparities in CA counties, led by the Advancement Project California
- 2. State of the Union report from Stanford Center on Poverty and Inequality examines racial and ethnic inequalities in the U.S.
- 3. Green Diversity Initiative report: <u>The State of Diversity in Environmental</u> <u>Organizations: Mainstream NGOs, Foundations & Government Agencies</u>
- 4. <u>Kirwan Institute</u> State of the Science report on implicit bias: <u>Race and</u> <u>Ethnicity: Views from Inside the Unconscious Mind</u>
- 5. <u>Implicit Associations Test</u>: exercises to understand the automatic evaluations we have of concepts (people, places, things, ideas)
- 6. California Newsreel video series: "Race: The Power of an Illusion"